



NORTHAMPTON SAINTS RFC

ACADEMY MANAGER

JOB DESCRIPTION

Reports to
Director of Rugby

Accountable to
RFU Head of Regional Academies,
PRL Head of Elite Performance & Player Development

Relationships include
Director of Rugby, Chief Executive,
England team coaches & RFU development staff,
School, Club and CB staff

NATURE & SCOPE:

To be responsible for the overall management of the Northampton Saints England Rugby Academy.

BACKGROUND:

This is an exciting opportunity to lead the Northampton Saints Academy into the future. The club is looking to appoint an individual with the appropriate skillset, passion and experience to devise, implement and deliver the strategic plan for the Northampton Saints Academy.

Our Academy forms part of the RFU/PRL Regional Academy network with the primary objective of identifying and developing the next generation of players for Northampton Saints and England.

ROLE SUMMARY:

The appointee will lead the operation of the Academy, overseeing the personal and athletic development of identified Academy athletes, whilst preparing them for a professional club playing career and developing them to challenge for places within England representative sides.

This is a full-time appointment and the remuneration package offered will reflect the significance of the role and the capabilities of the successful candidate.

ACCOUNTABILITIES:

Produce and prepare players for professional contracts with the club and to challenge for places within England representative sides.

To produce and deliver annual playing programmes in conjunction with the RFU.

for all EAPs in line with individual needs and long-term development goals.

Ensure the Regional Academy delivers against the standards as set out in the Annual Academy Audit.

SPORTSMANSHIP - PRIDE - INNOVATIVE - RESPECT - INTEGRITY - TEAM WORK

PRINCIPAL RESPONSIBILITIES

1. Overall management of Northampton Saints England Rugby Academy and responsible for all decisions relating thereto.
2. Liaise with the RFU Head of Academies and PRL Head of Elite Performance and Player Development as required on relevant Academy Matters.
3. Develop a clear and ambitious vision for the Northampton Saints England Rugby Academy. Grow and maintain this through the Academy Management Group.
4. Establish and manage programmes to identify playing talent within the region, including Developing Player Programmes (DPP), Elite Player Development Groups (PDG) and systems to unearth late developers.
5. Forge clear and positive relationships with teachers of rugby, coaches and development staff within feeder schools, clubs and CBs.
6. Establish and agree performance standards for rugby, fitness, diet and off field development for PDG players and each Junior and Senior England Academy Player (EAP).
7. Produce and agree with relevant stakeholders, the Annual Playing Programme of all EAPs and submit to the RFU in line with Deadlines.
8. Ensure all player tracking information is shared with RFU staff as required.
9. Broker flexible academic support services from appropriate local providers of higher, further and secondary education. Develop and explore options with partner schools and colleges.
10. Ensure the highest level of analysis is performed and available regarding all academy scholars and share that information with club Director of Rugby/Head of Performance and RFU Head of Academies and PRL Head of Elite Performance and Player Development.
11. Identify and recommend appropriate specialist coaching support for the academy from England teams management and specialist coaching staff.
12. Maintain squad discipline on and off the field to the highest standards and to administer the approved disciplinary procedures for the squad.
13. Manage all academy player contracts and scholar agreements to ensure adherence with Player Compensation Regulations.
14. Manage the Academy Licence through liaison with the RFU to ensure continued compliance with all License requirements.
15. Develop a programme for development for academy staff and ensure own CPD is kept relevant.
16. Forge positive relationships with National League coaches to establish dual-registration opportunities for Academy Scholars.
17. Manage, plan and work within agreed budgets. Liaise with Director of Rugby, Financial Director and Chief Executive to ensure the Saints Academy operates within the Salary Cap regulations.

SPORTSMANSHIP - PRIDE - INNOVATIVE - RESPECT - INTEGRITY - TEAM WORK

18. Provide coaching support and management back up to Northampton Saints senior squad and Wanderers sides as required by Director of Rugby.
19. Liaise with the CEO on the appointment/availability of appropriate coaching, medical and administrative staff in line with the minimum standards set out in the academy audit.

PERSON SPECIFICATION

- Have a significant level of experience and achievement in the coaching, support and development of young players.
- Have a track record of effective management in a similar or related environment.
- Be qualified to a minimum of RFU level 3 coaching award (preferably RFU level 4 or MSc in a related field).
- Be a team player and well versed in developing constructive working partnerships with a range of stakeholders.
- Be able to demonstrate a strong work ethic, drive and enthusiasm in a similar role.
- Have excellent communication and presentation skills.
- Be a confident and proficient user of information technology.
- Be capable of developing overall strategy whilst at the same time having a strong grasp of detail.

Please send CV and covering letter to Nicky Thompson: nicolathompson@northamptonsaints.co.uk

Closing date: Thursday 28th March 2019

Salary: competitive